

Job Title:	Specialist Clinical or Counselling Psychologist or Psychotherapist
Band:	Band 7
Hours:	37.5 hours per week
Department:	Psychology in Hostels Project
Location:	Lambeth Housing First team office (Cedars Road); Psychology in Hostels Office at Lambeth Hospital (due to move to Brixton Road). Will be expected to travel to other locations and work from home as required.
Reports to:	Senior Psychologist and Clinical Lead
Accountable to:	Junior / honorary staff as appropriate

JOB DESCRIPTION

Job Purpose: To provide a specialist psychology service to adult clients rough sleeping or resident in Housing First accommodation, including specialist assessment, treatment, planning, implementation and monitoring of outcomes. To provide clinical consultation, supervision and training as appropriate to third sector staff and to contribute to service evaluation, audit and research.

Our values and commitments:



Key Responsibilities:

Clinical

- To provide expertise in a specialist clinical area, the psychological needs of those experiencing complex needs and multiple disadvantage (incl. homelessness).
- To provide specialist assessment and clinical formulation to clients with a wide range of mental health needs, including complex trauma, personality disorder, anxiety and depression, addictions, learning difficulties, psychosis and bipolar affective disorder.
- To select, administer and interpret psychometric and neuropsychological tests, involving skilled manipulation of test materials and high-level analysis of findings from the assessments.
- To select and deliver evidence-based specialist psychological treatments, monitoring outcome and modifying and adapting interventions, drawing on a range of theoretical options.
- To work as an autonomous professional within Health and Care Professions Council (HCPC) and British Psychological Society (BPS) guidelines and the policies and procedures of the service, taking full responsibility for own work including treatment and discharge decisions.
- To liaise with project MDT, referrers, GPs and other professionals concerned with clients in order to develop and review care plans
- To assess and monitor risk and draw up appropriate risk management plans. To be responsible for drawing up behavioural guidelines for management of difficult behaviours within the hostels, assessment centre and outreach services, together with MDT partners and support staff in the implementation.
- To advise other team members and partner services on specialist psychological care of clients.
- To contribute to the effective working of the team and to a psychologically informed framework for the service area.
- To communicate skilfully and sensitively complex and sensitive information with clients, families and staff within Psychology in Hostels Projects, including to those who are emotionally distressed, taking account of sensory and cultural barriers to communication.

Teaching, training, and supervision

- To receive regular clinical and professional supervision from a more senior psychologist or psychotherapist according to HCPC and Trust guidelines.
- To provide specialist training in psychological and trauma-informed approaches to care for other professionals as appropriate, particularly to third sector staff, peer support workers, project MDT working for the Housing First team, and the wider network.
- To participate in and/or provide regular reflective practice sessions with third sector staff, as appropriate.
- To provide clinical supervision for psychological work undertaken by assistant psychologists, placement students, trainee psychologists and the MDT team as appropriate.
- To supervise Clinical / Counselling Psychology or Psychotherapy trainees after 2 years post-qualification training and completion of Supervision Induction Workshop.

Management, recruitment, policy and service development

- To identify any aspects of the service which could be improved and contribute to the service development through undertaking and participating in appropriate projects.
- To manage own workload and the agreed workload of junior staff, as required, under supervision from a more senior psychologist.
- To assist in the short-listing and interviewing of staff if required.
- To contribute to the consultation and engagement of service users in planning and delivering

services.

- To participate in clinical governance initiatives as agreed by the Directorate clinical governance committee and team.
- To adhere to Operational Policy of the service.

Research and service evaluation

- To lead, support and/or participate in service evaluation, including gathering and analysing output and outcome data, as required.
- To carry out appropriate research to improve the quality of care and provide research advice to other staff undertaking research within the service.
- To contribute to the development of systematic outcome measurement, assessment, implementation and assisting other staff in the implementation of same.
- To disseminate research and service evaluation findings via presentations and published articles.

General Responsibilities

- To ensure own Continuing Professional Development in line with HCPC, BPS and Trust Personal Development Plan requirements (incl. maintaining an up-to-date knowledge of current developments in professional and clinical practice and of relevant legislation and policies).
- To maintain the highest standards of clinical record keeping and report writing, according to professional and Trust guidelines, including on both SLaM, and where required partner's electronic record systems.
- To comply with the HCPC 'Standards of Conduct, Performance and Ethics' and ensure professional development in line with the HCPC 'Standards for Continuing Professional Development' and 'Standards of Proficiency'. To adhere to the BPS Psychology's Professional Practice Guidelines and Trust policies and procedures.
- To ensure that all services provided are acceptable and accessible to the diverse communities served by the service.

Personal Specification:

Each requirement will either be identified through the application form and/or interview.

Qualifications	
<u>Essential Requirements</u>	<u>Desirable Requirements</u>
<ul style="list-style-type: none"> ▪ Entry-level qualification in applied psychological therapy/mental health/social welfare profession and demonstrable practice in this field (professional Doctorate, or combination of MSc plus PG Diploma level/ supervised practice/ additional training) that has been accepted for the purposes of professional registration. 	<ul style="list-style-type: none"> ▪ Additional training in relevant specialist psychological models (Psychodynamic, MBT, DBT, CAT, Systemic, Narrative). ▪ Additional training in neuropsychological assessment and treatment.

<ul style="list-style-type: none"> Registered with professional body as appropriate to discipline HCPC/APC/BPC/UKCP/BACP/BABCP/ADMP-UK. 	
Experience	
<p><u>Essential Requirements</u></p> <ul style="list-style-type: none"> Significant experience of one psychotherapeutic modality. Experience of psychological assessment and treatment of clients with a range of psychological needs of a complex nature in adult mental health (e.g. Addictions/homelessness/complex trauma/personality disorder/ mood disorder). Experience of engagement of hard-to-reach clients Experience of consulting with other staff. Experience of providing teaching and training to other professional groups Experience of working with, and addressing issues of, diversity. Experience of receiving clinical supervision across a range of client needs. Experience of developing and carrying out research projects. Experience of providing supervision to assistant psychologists or trainees. 	<p><u>Desirable Requirements</u></p> <ul style="list-style-type: none"> Experience of working with homeless people Experience of work with substance misuse. Experience of specialist work with trauma and complex trauma. Experience of issues relevant to work with refugees and asylum seekers.
Knowledge	
<p><u>Essential Requirements</u></p> <ul style="list-style-type: none"> Knowledge of psychological assessment and clinical psychometrics. Knowledge of selecting, administering and interpreting neuropsychological tests. Specialist psychological and psychotherapy skills and knowledge of delivering evidence-based treatment relevant to work with trauma, interpersonal difficulties, and addiction. Current expertise, interest in and/or willingness to be trained in Mentalization-Based Treatment. Knowledge of key legislation in relation to mental health issues, Safeguarding and Child Protection. 	<p><u>Desirable Requirements</u></p> <ul style="list-style-type: none"> Knowledge of psychological models relevant to working with substance abuse, personality disorder and/or trauma. Specialist knowledge relevant to work in supported housing settings. Masters or Doctoral level knowledge of psychological research methodology and complex statistical analysis.

<ul style="list-style-type: none"> Awareness of racial diversity issues and factors affecting access to mental health care. 	
Skills and Abilities	
<ul style="list-style-type: none"> Ability to work flexibly and creatively to engage clients in hostel settings. Specialist practitioner skills at level 3 in at least one model of psychotherapy or psychological therapy (CBT, Psychodynamic, MBT, systemic, CAT). Highly developed verbal and written communication skills (incl. delivering complex and sensitive information to clients, families and staff). Ability to work as an autonomous practitioner with appropriate level of clinical and managerial supervision. Ability to identify and employ mechanisms of clinical governance as appropriate. Skills in providing teaching, training and consultation to multi-professional team or other professional groups. Ability to work effectively within a multi-agency setting, contributing to effective team functioning. Well-developed IT skills including for multi-media presentation/training and in the entry and analysis of research data. 	

About South London and Maudsley:

South London and Maudsley NHS Foundation Trust (SLaM) provide the widest range of NHS mental health services in the UK as well as substance misuse services for people who are addicted to drugs and alcohol. We work closely with the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London and are part of King's Health Partners Academic Health Sciences Centre. There are very few organisations in the world that have such wide-ranging capabilities working with mental illness. Our scope is unique because it is built on three major foundations: care and treatment, science and research, and training.

SLaM employ around 5000 staff and serve a local population of 1.1 million people. We have more than 230 services including inpatient wards, outpatient and community services. Currently, provide inpatient care for approximately 5,300 people each year and treat more than 45,000 patients in the community in Croydon, Lambeth, Lewisham and Southwark; as well as substance misuse services for residents of Bexley, Bromley and Greenwich.

By coming to work at SLaM, you will gain experience of being part of an organisation with a rich history and international reputation in mental health care. You will have access to professional development and learning opportunities, and have the chance to work alongside people who are world leaders in their field. SLaM delivered more than 14,000 training experiences in 2014; providing an extensive range of learning opportunities for staff at all levels. In addition, our working relationship with King's Health Partners allows those working at the Trust to get involved in academic research.

Trust Policy and Procedures:

Confidentiality:

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

Equal Opportunities:

Promote the concepts of equality of opportunity and managing diversity Trust wide.

Health and Safety:

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

Infection Prevention and Control:

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

Professional standards and performance review:

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

Service/Department standards:

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

Finance:

All Trust staff will comply with the financial processes and procedures.

Safeguarding Children & Vulnerable Adults:

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safe guarding vulnerable adults policy.

Code of Conduct:

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

SUMMARY:

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.